

TRG

EFFECTIVE AUGUST 4, 2013

WAGES

2.75 % Wage increase applied to all steps

ARTICLE 31 – WAGE PRACTICES

WAGE RATES AND PROGRESSIONS PART I – TOP BASIC WEEKLY WAGE RATES

EFFECTIVE AUGUST 4, 2013

| Occupational Classification | Table No. | Zone 1 | | Zone 2 Top Rate |
|-------------------------------|-----------|------------------------------|---------------------------|-----------------|
| | | 4 BOROS* (B-Q-M-BX) Top Rate | Remainder Zone 1 Top Rate | |
| Materiel Technician | 01 | \$1,539.50 | \$1,539.50 | \$1,501.50 |
| Maintenance Technician | 02 | \$1,430.00 | \$1,430.00 | \$1,405.50 |
| Equipment Reconditioner | 03 | \$1,308.00 | \$1,308.00 | \$1,289.50 |
| Driver A | 04 | \$1,432.50 | \$1,432.50 | \$1,413.00 |
| Head Materiel Attendant | 05 | \$1,264.50 | \$1,264.50 | \$1,243.50 |
| Driver B | 06 | \$1,289.50 | \$1,289.50 | \$1,267.50 |
| Materiel Attendant | 07 | \$1,229.50 | \$1,229.50 | \$1,206.00 |
| Materiel Coordinator | 08 | \$1,215.50 | \$1,215.50 | \$1,198.00 |
| Special Assistant | 09 | \$1,142.50 | \$1,142.50 | \$1,134.50 |
| Administrative Assistant | 10 | \$1,072.00 | \$1,072.00 | \$1,044.50 |
| Driver's Helper | 11 | \$1,050.00 | \$1,050.00 | \$1,033.50 |
| Office Assistant | 12 | \$1,036.50 | \$1,036.50 | \$1,011.50 |
| Materiel Handler | 13 | \$1,002.50 | \$1,002.50 | \$982.00 |
| Maintenance Mechanic's Helper | 14 | \$973.50 | \$973.50 | \$957.00 |
| Driver C | 15 | \$1,036.50 | \$1,036.50 | \$1,002.50 |
| Materiel Systems Technician | 1A | \$1,571.50 | \$1,571.50 | \$1,538.00 |
| Materiel Equipment Technician | 2A | \$1,393.00 | \$1,393.00 | \$1,371.50 |
| Materiel Technical Assistant | 3A | \$853.00 | \$853.00 | \$834.50 |

NOTE: Applicable to this and all of the following wage schedules:

* Boroughs of Bronx, Brooklyn, Manhattan and Queens

ARTICLE 31 – WAGE PRACTICES

WAGE RATES AND PROGRESSIONS PART II – TOP BASIC WEEKLY WAGE RATES

WAGE ZONE 1

Wage Zone 1 includes Manhattan, Bronx, Brooklyn, Queens and Richmond Boroughs, Nassau County, Suffolk County, Westchester County, Rockland County, Putnam County and the territory served from the central office buildings in Greenwood Lake, Highlands Falls, Tuxedo, Patterson

WAGE ZONE 2

Wage Zone 2 includes the remainder of New York State not listed in Wage Zone 1

CWA DIST 1 NY TRG

WAGE TABLE 01

EFFECTIVE AUGUST 04, 2013

MATERIEL TECHNICIAN

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 4 BOROUGH (BX, B, M, Q) | INCREASE AMOUNT | ZONE 1 REM ZONE 1 | INCREASE AMOUNT | ZONE 2 | INCREASE AMOUNT |
|---------------------|------------------------|--------------------------------|-----------------|-------------------|-----------------|------------|-----------------|
| Start | 6 Mos. | \$513.00 | | \$504.00 | | \$489.50 | |
| 6 Mos. | 6 Mos. | \$575.00 | \$62.00 | \$562.50 | \$58.50 | \$547.50 | \$58.00 |
| 12 Mos. | 6 Mos. | \$640.00 | \$65.00 | \$629.50 | \$67.00 | \$611.50 | \$64.00 |
| 18 Mos. | 6 Mos. | \$715.00 | \$75.00 | \$703.50 | \$74.00 | \$686.00 | \$74.50 |
| 24 Mos. | 6 Mos. | \$797.00 | \$82.00 | \$788.00 | \$84.50 | \$767.00 | \$81.00 |
| 30 Mos. | 6 Mos. | \$890.00 | \$93.00 | \$880.50 | \$92.50 | \$858.00 | \$91.00 |
| 36 Mos. | 6 Mos. | \$994.00 | \$104.00 | \$984.00 | \$103.50 | \$958.00 | \$100.00 |
| 42 Mos. | 6 Mos. | \$1,107.50 | \$113.50 | \$1,100.50 | \$116.50 | \$1,072.00 | \$114.00 |
| 48 Mos. | 6 Mos. | \$1,236.00 | \$128.50 | \$1,231.00 | \$130.50 | \$1,199.50 | \$127.50 |
| 54 Mos. | 6 Mos. | \$1,380.50 | \$144.50 | \$1,377.50 | \$146.50 | \$1,342.00 | \$142.50 |
| 60 Mos. (Maximum) | | \$1,539.50 | \$159.00 | \$1,539.50 | \$162.00 | \$1,501.50 | \$159.50 |
| PENSION BAND | | 123 | | 123 | | 122 | |

CWA DIST 1 NY TRG

WAGETABLE 1A

EFFECTIVE AUGUST 04, 2013

MATERIEL SYSTEMS TECHNICIAN

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 4 BOROUGH (BX, B, M, Q) | INCREASE AMOUNT | ZONE 1 REM ZONE 1 | INCREASE AMOUNT | ZONE 2 | INCREASE AMOUNT |
|---------------------|------------------------|--------------------------------|-----------------|-------------------|-----------------|------------|-----------------|
| Start | 6 Mos. | \$527.00 | | \$518.50 | | \$504.00 | |
| 6 Mos. | 6 Mos. | \$589.00 | \$62.00 | \$579.00 | \$60.50 | \$562.50 | \$58.50 |
| 12 Mos. | 6 Mos. | \$656.00 | \$67.00 | \$648.00 | \$69.00 | \$629.00 | \$66.50 |
| 18 Mos. | 6 Mos. | \$731.00 | \$75.00 | \$724.00 | \$76.00 | \$702.50 | \$73.50 |
| 24 Mos. | 6 Mos. | \$816.00 | \$85.00 | \$808.50 | \$84.50 | \$784.50 | \$82.00 |
| 30 Mos. | 6 Mos. | \$909.50 | \$93.50 | \$902.50 | \$94.00 | \$876.50 | \$92.00 |
| 36 Mos. | 6 Mos. | \$1,015.00 | \$105.50 | \$1,008.50 | \$106.00 | \$979.50 | \$103.00 |
| 42 Mos. | 6 Mos. | \$1,132.00 | \$117.00 | \$1,127.00 | \$118.50 | \$1,095.50 | \$116.00 |
| 48 Mos. | 6 Mos. | \$1,262.50 | \$130.50 | \$1,258.50 | \$131.50 | \$1,224.50 | \$129.00 |
| 54 Mos. | 6 Mos. | \$1,408.00 | \$145.50 | \$1,406.00 | \$147.50 | \$1,367.50 | \$143.00 |
| 60 Mos. (Maximum) | | \$1,571.50 | \$163.50 | \$1,571.50 | \$165.50 | \$1,538.00 | \$170.50 |
| PENSION BAND | | 124 | | 124 | | 123 | |

CWA DIST 1 NY TRG

WAGETABLE 02

EFFECTIVE AUGUST 04, 2013

MAINTENANCE TECHNICIAN

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 4 BOROUGH (BX, B, M, Q) | INCREASE AMOUNT | ZONE 1 REM ZONE 1 | INCREASE AMOUNT | ZONE 2 | INCREASE AMOUNT |
|--------------------|------------------------|--------------------------------|-----------------|-------------------|-----------------|------------|-----------------|
| Start | 6 Mos. | \$529.50 | | \$521.00 | | \$505.50 | |
| 6 Mos. | 6 Mos. | \$600.50 | \$71.00 | \$592.00 | \$71.00 | \$575.50 | \$70.00 |
| 12 Mos. | 6 Mos. | \$679.00 | \$78.50 | \$671.00 | \$79.00 | \$652.50 | \$77.00 |
| 18 Mos. | 6 Mos. | \$769.50 | \$90.50 | \$760.50 | \$89.50 | \$742.50 | \$90.00 |
| 24 Mos. | 6 Mos. | \$872.00 | \$102.50 | \$862.50 | \$102.00 | \$842.50 | \$100.00 |
| 30 Mos. | 6 Mos. | \$986.00 | \$114.00 | \$979.00 | \$116.50 | \$957.00 | \$114.50 |
| 36 Mos. | 6 Mos. | \$1,116.50 | \$130.50 | \$1,110.50 | \$131.50 | \$1,089.00 | \$132.00 |
| 42 Mos. | 6 Mos. | \$1,262.50 | \$146.00 | \$1,259.50 | \$149.00 | \$1,236.00 | \$147.00 |
| 48 Mos. (Maximum) | | \$1,430.00 | \$167.50 | \$1,430.00 | \$170.50 | \$1,405.50 | \$169.50 |
| PENSON BAND | | 119 | | 119 | | 119 | |

CWA DIST 1 NY TRG

WAGETABLE 2A

EFFECTIVE AUGUST 04, 2013

MATERIEL EQUIPMENT TECHNICIAN

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 4 BOROUGH (BX, B, M, Q) | INCREASE AMOUNT | ZONE 1 REM ZONE 1 | INCREASE AMOUNT | ZONE 2 | INCREASE AMOUNT |
|--------------------|------------------------|--------------------------------|-----------------|-------------------|-----------------|------------|-----------------|
| Start | 6 Mos. | \$497.50 | | \$489.00 | | \$477.50 | |
| 6 Mos. | 6 Mos. | \$565.50 | \$68.00 | \$557.50 | \$68.50 | \$543.50 | \$66.00 |
| 12 Mos. | 6 Mos. | \$644.00 | \$78.50 | \$634.50 | \$77.00 | \$622.00 | \$78.50 |
| 18 Mos. | 6 Mos. | \$731.00 | \$87.00 | \$724.50 | \$90.00 | \$709.50 | \$87.50 |
| 24 Mos. | 6 Mos. | \$832.50 | \$101.50 | \$825.50 | \$101.00 | \$809.00 | \$99.50 |
| 30 Mos. | 6 Mos. | \$947.00 | \$114.50 | \$941.50 | \$116.00 | \$923.50 | \$114.50 |
| 36 Mos. | 6 Mos. | \$1,077.50 | \$130.50 | \$1,071.00 | \$129.50 | \$1,052.00 | \$128.50 |
| 42 Mos. | 6 Mos. | \$1,225.00 | \$147.50 | \$1,222.50 | \$151.50 | \$1,201.00 | \$149.00 |
| 48 Mos. (Maximum) | | \$1,393.00 | \$168.00 | \$1,393.00 | \$170.50 | \$1,371.50 | \$170.50 |
| PENSON BAND | | 120 | | 120 | | 120 | |

CWA DIST 1 NY TRG

WAGETABLE 03

EFFECTIVE AUGUST 04, 2013

EQUIPMENT RECONDITIONER

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 4 BOROUGH (BX, B, M, Q) | INCREASE AMOUNT | ZONE 1 REM ZONE 1 | INCREASE AMOUNT | ZONE 2 | INCREASE AMOUNT |
|--------------------|------------------------|--------------------------------|-----------------|-------------------|-----------------|------------|-----------------|
| Start | 6 Mos. | \$503.50 | | \$496.00 | | \$485.50 | |
| 6 Mos. | 6 Mos. | \$566.50 | \$63.00 | \$559.00 | \$63.00 | \$549.50 | \$64.00 |
| 12 Mos. | 6 Mos. | \$638.50 | \$72.00 | \$631.50 | \$72.50 | \$621.50 | \$72.00 |
| 18 Mos. | 6 Mos. | \$720.50 | \$82.00 | \$713.50 | \$82.00 | \$701.50 | \$80.00 |
| 24 Mos. | 6 Mos. | \$810.50 | \$90.00 | \$807.00 | \$93.50 | \$792.50 | \$91.00 |
| 30 Mos. | 6 Mos. | \$914.00 | \$103.50 | \$909.50 | \$102.50 | \$895.00 | \$102.50 |
| 36 Mos. | 6 Mos. | \$1,029.50 | \$115.50 | \$1,027.50 | \$118.00 | \$1,010.50 | \$115.50 |
| 42 Mos. | 6 Mos. | \$1,161.00 | \$131.50 | \$1,160.00 | \$132.50 | \$1,142.50 | \$132.00 |
| 48 Mos. (Maximum) | | \$1,308.00 | \$147.00 | \$1,308.00 | \$148.00 | \$1,289.50 | \$147.00 |
| PENSON BAND | | 116 | | 116 | | 115 | |

CWA DIST 1 NY TRG

WAGETABLE 3A

EFFECTIVE AUGUST 04, 2013

MATERIEL TECHNICAL ASSISTANT

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 4 BOROUGH (BX, B, M, Q) | INCREASE AMOUNT | ZONE 1 REM ZONE 1 | INCREASE AMOUNT | ZONE 2 | INCREASE AMOUNT |
|---------------------|------------------------|--------------------------------|-----------------|-------------------|-----------------|------------|-----------------|
| Start | 6 Mos. | \$432.50 | | \$426.50 | | \$419.50 | |
| 6 Mos. | 6 Mos. | \$470.00 | \$37.50 | \$465.50 | \$39.00 | \$458.50 | \$39.00 |
| 12 Mos. | 6 Mos. | \$511.50 | \$41.50 | \$507.00 | \$41.50 | \$500.00 | \$41.50 |
| 18 Mos. | 6 Mos. | \$557.00 | \$45.50 | \$554.00 | \$47.00 | \$543.00 | \$43.00 |
| 24 Mos. | 6 Mos. | \$607.50 | \$50.50 | \$603.50 | \$49.50 | \$593.00 | \$50.00 |
| 30 Mos. | 6 Mos. | \$660.50 | \$53.00 | \$657.00 | \$53.50 | \$645.50 | \$52.50 |
| 36 Mos. | 6 Mos. | \$720.00 | \$59.50 | \$716.50 | \$59.50 | \$703.00 | \$57.50 |
| 42 Mos. | 6 Mos. | \$783.00 | \$63.00 | \$781.00 | \$64.50 | \$766.50 | \$63.50 |
| 48 Mos. (Maximum) | | \$853.00 | \$70.00 | \$853.00 | \$72.00 | \$834.50 | \$68.00 |
| PENSION BAND | | 102 | | 102 | | 102 | |

CWA DIST 1 NY TRG

WAGETABLE 04

EFFECTIVE AUGUST 04, 2013

DRIVER A

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 4 BOROUGH (BX, B, M, Q) | INCREASE AMOUNT | ZONE 1 REM ZONE 1 | INCREASE AMOUNT | ZONE 2 | INCREASE AMOUNT |
|--------------------|------------------------|--------------------------------|-----------------|-------------------|-----------------|------------|-----------------|
| Start | 6 Mos. | \$480.00 | | \$472.50 | | \$462.50 | |
| 6 Mos. | 6 Mos. | \$550.00 | \$70.00 | \$542.50 | \$70.00 | \$533.00 | \$70.50 |
| 12 Mos. | 6 Mos. | \$630.00 | \$80.00 | \$624.00 | \$81.50 | \$610.50 | \$77.50 |
| 18 Mos. | 6 Mos. | \$723.00 | \$93.00 | \$716.00 | \$92.00 | \$703.00 | \$92.50 |
| 24 Mos. | 6 Mos. | \$827.50 | \$104.50 | \$823.00 | \$107.00 | \$808.50 | \$105.50 |
| 30 Mos. | 6 Mos. | \$950.00 | \$122.50 | \$946.00 | \$123.00 | \$929.50 | \$121.00 |
| 36 Mos. | 6 Mos. | \$1,090.50 | \$140.50 | \$1,085.00 | \$139.00 | \$1,068.50 | \$139.00 |
| 42 Mos. | 6 Mos. | \$1,250.50 | \$160.00 | \$1,247.50 | \$162.50 | \$1,229.00 | \$160.50 |
| 48 Mos. (Maximum) | | \$1,432.50 | \$182.00 | \$1,432.50 | \$185.00 | \$1,413.00 | \$184.00 |
| PENSON BAND | | 119 | | 119 | | 119 | |

CWA DIST 1 NY TRG

WAGETABLE 05

EFFECTIVE AUGUST 04, 2013

HEAD MATERIEL ATTENDANT

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 4 BOROUGH (BX, B, M, Q) | INCREASE AMOUNT | ZONE 1 REM ZONE 1 | INCREASE AMOUNT | ZONE 2 | INCREASE AMOUNT |
|--------------------|------------------------|--------------------------------|-----------------|-------------------|-----------------|------------|-----------------|
| Start | 6 Mos. | \$486.50 | | \$480.50 | | \$471.50 | |
| 6 Mos. | 6 Mos. | \$549.50 | \$63.00 | \$541.00 | \$60.50 | \$533.50 | \$62.00 |
| 12 Mos. | 6 Mos. | \$619.50 | \$70.00 | \$610.50 | \$69.50 | \$602.00 | \$68.50 |
| 18 Mos. | 6 Mos. | \$697.50 | \$78.00 | \$691.00 | \$80.50 | \$679.00 | \$77.00 |
| 24 Mos. | 6 Mos. | \$784.50 | \$87.00 | \$779.00 | \$88.00 | \$766.50 | \$87.50 |
| 30 Mos. | 6 Mos. | \$884.50 | \$100.00 | \$879.00 | \$100.00 | \$863.50 | \$97.00 |
| 36 Mos. | 6 Mos. | \$997.00 | \$112.50 | \$993.50 | \$114.50 | \$975.50 | \$112.00 |
| 42 Mos. | 6 Mos. | \$1,122.50 | \$125.50 | \$1,121.00 | \$127.50 | \$1,100.50 | \$125.00 |
| 48 Mos. (Maximum) | | \$1,264.50 | \$142.00 | \$1,264.50 | \$143.50 | \$1,243.50 | \$143.00 |
| PENSON BAND | | 114 | | 114 | | 114 | |

CWA DIST 1 NY TRG

WAGETABLE 06

EFFECTIVE AUGUST 04, 2013

DRIVER B

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 4 BOROUGH (BX, B, M, Q) | INCREASE AMOUNT | ZONE 1 REM ZONE 1 | INCREASE AMOUNT | ZONE 2 | INCREASE AMOUNT |
|--------------------|------------------------|--------------------------------|-----------------|-------------------|-----------------|------------|-----------------|
| Start | 6 Mos. | \$486.50 | | \$480.50 | | \$471.50 | |
| 6 Mos. | 6 Mos. | \$550.00 | \$63.50 | \$542.00 | \$61.50 | \$535.50 | \$64.00 |
| 12 Mos. | 6 Mos. | \$622.50 | \$72.50 | \$612.50 | \$70.50 | \$605.00 | \$69.50 |
| 18 Mos. | 6 Mos. | \$702.50 | \$80.00 | \$695.00 | \$82.50 | \$684.50 | \$79.50 |
| 24 Mos. | 6 Mos. | \$793.00 | \$90.50 | \$786.00 | \$91.00 | \$773.50 | \$89.00 |
| 30 Mos. | 6 Mos. | \$896.00 | \$103.00 | \$890.00 | \$104.00 | \$875.00 | \$101.50 |
| 36 Mos. | 6 Mos. | \$1,011.00 | \$115.00 | \$1,006.50 | \$116.50 | \$990.00 | \$115.00 |
| 42 Mos. | 6 Mos. | \$1,142.50 | \$131.50 | \$1,139.00 | \$132.50 | \$1,121.00 | \$131.00 |
| 48 Mos. (Maximum) | | \$1,289.50 | \$147.00 | \$1,289.50 | \$150.50 | \$1,267.50 | \$146.50 |
| PENSON BAND | | 115 | | 115 | | 114 | |

CWA DIST 1 NY TRG

WAGETABLE 07

EFFECTIVE AUGUST 04, 2013

MATERIEL ATTENDANT

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 4 BOROUGH (BX, B, M, Q) | INCREASE AMOUNT | ZONE 1 REM ZONE 1 | INCREASE AMOUNT | ZONE 2 | INCREASE AMOUNT |
|--------------------|------------------------|--------------------------------|-----------------|-------------------|-----------------|------------|-----------------|
| Start | 6 Mos. | \$473.00 | | \$468.50 | | \$459.50 | |
| 6 Mos. | 6 Mos. | \$535.00 | \$62.00 | \$527.50 | \$59.00 | \$518.00 | \$58.50 |
| 12 Mos. | 6 Mos. | \$601.50 | \$66.50 | \$596.50 | \$69.00 | \$584.00 | \$66.00 |
| 18 Mos. | 6 Mos. | \$676.50 | \$75.00 | \$672.50 | \$76.00 | \$659.00 | \$75.00 |
| 24 Mos. | 6 Mos. | \$763.50 | \$87.00 | \$758.00 | \$85.50 | \$744.50 | \$85.50 |
| 30 Mos. | 6 Mos. | \$859.50 | \$96.00 | \$856.00 | \$98.00 | \$840.00 | \$95.50 |
| 36 Mos. | 6 Mos. | \$969.50 | \$110.00 | \$966.00 | \$110.00 | \$947.50 | \$107.50 |
| 42 Mos. | 6 Mos. | \$1,091.50 | \$122.00 | \$1,090.50 | \$124.50 | \$1,069.00 | \$121.50 |
| 48 Mos. (Maximum) | | \$1,229.50 | \$138.00 | \$1,229.50 | \$139.00 | \$1,206.00 | \$137.00 |
| PENSON BAND | | 113 | | 113 | | 113 | |

CWA DIST 1 NY TRG

WAGETABLE 08

EFFECTIVE AUGUST 04, 2013

MATERIEL COORDINATOR

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 4 BOROUGH (BX, B, M, Q) | INCREASE AMOUNT | ZONE 1 REM ZONE 1 | INCREASE AMOUNT | ZONE 2 | INCREASE AMOUNT |
|---------------------|------------------------|--------------------------------|-----------------|-------------------|-----------------|------------|-----------------|
| Start | 6 Mos. | \$429.50 | | \$422.50 | | \$418.50 | |
| 6 Mos. | 6 Mos. | \$476.00 | \$46.50 | \$470.00 | \$47.50 | \$465.50 | \$47.00 |
| 12 Mos. | 6 Mos. | \$527.50 | \$51.50 | \$522.50 | \$52.50 | \$517.50 | \$52.00 |
| 18 Mos. | 6 Mos. | \$585.00 | \$57.50 | \$580.00 | \$57.50 | \$575.50 | \$58.00 |
| 24 Mos. | 6 Mos. | \$650.50 | \$65.50 | \$645.50 | \$65.50 | \$638.00 | \$62.50 |
| 30 Mos. | 6 Mos. | \$722.00 | \$71.50 | \$716.50 | \$71.00 | \$707.50 | \$69.50 |
| 36 Mos. | 6 Mos. | \$801.00 | \$79.00 | \$796.50 | \$80.00 | \$787.00 | \$79.50 |
| 42 Mos. | 6 Mos. | \$889.00 | \$88.00 | \$885.00 | \$88.50 | \$874.50 | \$87.50 |
| 48 Mos. | 6 Mos. | \$986.50 | \$97.50 | \$983.50 | \$98.50 | \$972.00 | \$97.50 |
| 54 Mos. | 6 Mos. | \$1,095.50 | \$109.00 | \$1,094.00 | \$110.50 | \$1,079.50 | \$107.50 |
| 60 Mos. (Maximum) | | \$1,215.50 | \$120.00 | \$1,215.50 | \$121.50 | \$1,198.00 | \$118.50 |
| PENSION BAND | | 113 | | 113 | | 112 | |

CWA DIST 1 NY TRG

WAGETABLE 09

EFFECTIVE AUGUST 04, 2013

SPECIAL ASSISTANT

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 4 BOROUGH (BX, B, M, Q) | INCREASE AMOUNT | ZONE 1 REM ZONE 1 | INCREASE AMOUNT | ZONE 2 | INCREASE AMOUNT |
|--------------------|------------------------|--------------------------------|-----------------|-------------------|-----------------|------------|-----------------|
| Start | 6 Mos. | \$441.00 | | \$434.50 | | \$429.50 | |
| 6 Mos. | 6 Mos. | \$496.00 | \$55.00 | \$489.50 | \$55.00 | \$484.50 | \$55.00 |
| 12 Mos. | 6 Mos. | \$558.50 | \$62.50 | \$553.50 | \$64.00 | \$547.00 | \$62.50 |
| 18 Mos. | 6 Mos. | \$629.50 | \$71.00 | \$623.50 | \$70.00 | \$619.00 | \$72.00 |
| 24 Mos. | 6 Mos. | \$709.50 | \$80.00 | \$703.50 | \$80.00 | \$698.00 | \$79.00 |
| 30 Mos. | 6 Mos. | \$798.50 | \$89.00 | \$794.50 | \$91.00 | \$788.00 | \$90.00 |
| 36 Mos. | 6 Mos. | \$900.50 | \$102.00 | \$896.50 | \$102.00 | \$890.00 | \$102.00 |
| 42 Mos. | 6 Mos. | \$1,013.50 | \$113.00 | \$1,011.00 | \$114.50 | \$1,004.00 | \$114.00 |
| 48 Mos. (Maximum) | | \$1,142.50 | \$129.00 | \$1,142.50 | \$131.50 | \$1,134.50 | \$130.50 |
| PENSON BAND | | 111 | | 111 | | 111 | |

CWA DIST 1 NY TRG

WAGETABLE 10

EFFECTIVE AUGUST 04, 2013

ADMINISTRATIVE ASSISTANT

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 4 BOROUGH (BX, B, M, Q) | INCREASE AMOUNT | ZONE 1 REM ZONE 1 | INCREASE AMOUNT | ZONE 2 | INCREASE AMOUNT |
|--------------------|------------------------|--------------------------------|-----------------|-------------------|-----------------|------------|-----------------|
| Start | 6 Mos. | \$433.50 | | \$427.50 | | \$418.00 | |
| 6 Mos. | 6 Mos. | \$485.00 | \$51.50 | \$480.50 | \$53.00 | \$469.00 | \$51.00 |
| 12 Mos. | 6 Mos. | \$542.50 | \$57.50 | \$538.00 | \$57.50 | \$526.00 | \$57.00 |
| 18 Mos. | 6 Mos. | \$609.00 | \$66.50 | \$603.50 | \$65.50 | \$590.50 | \$64.50 |
| 24 Mos. | 6 Mos. | \$681.50 | \$72.50 | \$676.50 | \$73.00 | \$661.50 | \$71.00 |
| 30 Mos. | 6 Mos. | \$764.00 | \$82.50 | \$759.50 | \$83.00 | \$741.50 | \$80.00 |
| 36 Mos. | 6 Mos. | \$855.50 | \$91.50 | \$853.00 | \$93.50 | \$831.00 | \$89.50 |
| 42 Mos. | 6 Mos. | \$957.00 | \$101.50 | \$956.00 | \$103.00 | \$932.00 | \$101.00 |
| 48 Mos. (Maximum) | | \$1,072.00 | \$115.00 | \$1,072.00 | \$116.00 | \$1,044.50 | \$112.50 |
| PENSON BAND | | 109 | | 109 | | 108 | |

CWA DIST 1 NY TRG

WAGETABLE 11

EFFECTIVE AUGUST 04, 2013

DRIVERSHELPER

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 4 BOROUGH (BX, B, M, Q) | INCREASE AMOUNT | ZONE 1 REM ZONE 1 | INCREASE AMOUNT | ZONE 2 | INCREASE AMOUNT |
|--------------------|------------------------|--------------------------------|-----------------|-------------------|-----------------|------------|-----------------|
| Start | 6 Mos. | \$426.50 | | \$421.00 | | \$416.50 | |
| 6 Mos. | 6 Mos. | \$477.50 | \$51.00 | \$471.50 | \$50.50 | \$467.00 | \$50.50 |
| 12 Mos. | 6 Mos. | \$535.50 | \$58.00 | \$529.00 | \$57.50 | \$522.50 | \$55.50 |
| 18 Mos. | 6 Mos. | \$598.00 | \$62.50 | \$594.00 | \$65.00 | \$584.50 | \$62.00 |
| 24 Mos. | 6 Mos. | \$670.50 | \$72.50 | \$666.00 | \$72.00 | \$655.50 | \$71.00 |
| 30 Mos. | 6 Mos. | \$748.00 | \$77.50 | \$745.50 | \$79.50 | \$735.50 | \$80.00 |
| 36 Mos. | 6 Mos. | \$838.50 | \$90.50 | \$837.00 | \$91.50 | \$824.00 | \$88.50 |
| 42 Mos. | 6 Mos. | \$937.50 | \$99.00 | \$935.50 | \$98.50 | \$921.50 | \$97.50 |
| 48 Mos. (Maximum) | | \$1,050.00 | \$112.50 | \$1,050.00 | \$114.50 | \$1,033.50 | \$112.00 |
| PENSON BAND | | 108 | | 108 | | 107 | |

CWA DIST 1 NY TRG

WAGETABLE 12

EFFECTIVE AUGUST 04, 2013

OFFICE ASSISTANT

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 4 BOROUGH (BX, B, M, Q) | INCREASE AMOUNT | ZONE 1 REM ZONE 1 | INCREASE AMOUNT | ZONE 2 | INCREASE AMOUNT |
|--------------------|------------------------|--------------------------------|-----------------|-------------------|-----------------|------------|-----------------|
| Start | 6 Mos. | \$429.50 | | \$422.50 | | \$415.50 | |
| 6 Mos. | 6 Mos. | \$478.50 | \$49.00 | \$472.50 | \$50.00 | \$463.50 | \$48.00 |
| 12 Mos. | 6 Mos. | \$536.00 | \$57.50 | \$529.00 | \$56.50 | \$518.00 | \$54.50 |
| 18 Mos. | 6 Mos. | \$597.50 | \$61.50 | \$593.00 | \$64.00 | \$579.00 | \$61.00 |
| 24 Mos. | 6 Mos. | \$667.00 | \$69.50 | \$662.50 | \$69.50 | \$648.00 | \$69.00 |
| 30 Mos. | 6 Mos. | \$745.00 | \$78.00 | \$742.00 | \$79.50 | \$724.50 | \$76.50 |
| 36 Mos. | 6 Mos. | \$832.50 | \$87.50 | \$829.00 | \$87.00 | \$809.50 | \$85.00 |
| 42 Mos. | 6 Mos. | \$929.50 | \$97.00 | \$928.50 | \$99.50 | \$905.00 | \$95.50 |
| 48 Mos. (Maximum) | | \$1,036.50 | \$107.00 | \$1,036.50 | \$108.00 | \$1,011.50 | \$106.50 |
| PENSON BAND | | 108 | | 108 | | 107 | |

CWA DIST 1 NY TRG

WAGETABLE 13

EFFECTIVE AUGUST 04, 2013

MATERIEL HANDLER

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 4 BOROUGH (BX, B, M, Q) | INCREASE AMOUNT | ZONE 1 REM ZONE 1 | INCREASE AMOUNT | ZONE 2 | INCREASE AMOUNT |
|---------------------|------------------------|--------------------------------|-----------------|-------------------|-----------------|------------|-----------------|
| Start | 6 Mos. | \$415.00 | | \$410.00 | | \$400.50 | |
| 6 Mos. | 6 Mos. | \$462.50 | \$47.50 | \$459.00 | \$49.00 | \$448.50 | \$48.00 |
| 12 Mos. | 6 Mos. | \$517.00 | \$54.50 | \$512.00 | \$53.00 | \$502.50 | \$54.00 |
| 18 Mos. | 6 Mos. | \$577.00 | \$60.00 | \$575.00 | \$63.00 | \$560.50 | \$58.00 |
| 24 Mos. | 6 Mos. | \$645.00 | \$68.00 | \$641.50 | \$66.50 | \$627.50 | \$67.00 |
| 30 Mos. | 6 Mos. | \$720.50 | \$75.50 | \$717.50 | \$76.00 | \$702.00 | \$74.50 |
| 36 Mos. | 6 Mos. | \$804.00 | \$83.50 | \$801.50 | \$84.00 | \$784.50 | \$82.50 |
| 42 Mos. | 6 Mos. | \$899.50 | \$95.50 | \$897.00 | \$95.50 | \$877.50 | \$93.00 |
| 48 Mos. (Maximum) | | \$1,002.50 | \$103.00 | \$1,002.50 | \$105.50 | \$982.00 | \$104.50 |
| PENSION BAND | | 107 | | 107 | | 106 | |

CWA DIST 1 NY TRG

WAGETABLE 14

EFFECTIVE AUGUST 04, 2013

MAINTENANCE MECHANIC'S HELPER

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 4 BOROUGH (BX, B, M, Q) | INCREASE AMOUNT | ZONE 1 REM ZONE 1 | INCREASE AMOUNT | ZONE 2 | INCREASE AMOUNT |
|---------------------|------------------------|--------------------------------|-----------------|-------------------|-----------------|------------|-----------------|
| Start | 6 Mos. | \$423.50 | | \$418.00 | | \$409.00 | |
| 6 Mos. | 6 Mos. | \$470.50 | \$47.00 | \$464.50 | \$46.50 | \$453.50 | \$44.50 |
| 12 Mos. | 6 Mos. | \$522.50 | \$52.00 | \$517.00 | \$52.50 | \$505.50 | \$52.00 |
| 18 Mos. | 6 Mos. | \$579.00 | \$56.50 | \$575.50 | \$58.50 | \$562.50 | \$57.00 |
| 24 Mos. | 6 Mos. | \$643.50 | \$64.50 | \$638.00 | \$62.50 | \$625.50 | \$63.00 |
| 30 Mos. | 6 Mos. | \$713.00 | \$69.50 | \$709.50 | \$71.50 | \$696.00 | \$70.50 |
| 36 Mos. | 6 Mos. | \$791.50 | \$78.50 | \$788.50 | \$79.00 | \$773.50 | \$77.50 |
| 42 Mos. | 6 Mos. | \$877.50 | \$86.00 | \$876.00 | \$87.50 | \$860.50 | \$87.00 |
| 48 Mos. (Maximum) | | \$973.50 | \$96.00 | \$973.50 | \$97.50 | \$957.00 | \$96.50 |
| PENSION BAND | | 106 | | 106 | | 105 | |

CWA DIST 1 NY TRG

WAGETABLE 15

EFFECTIVE AUGUST 04, 2013

DRIVER C

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 4 BOROUGH (BX, B, M, Q) | INCREASE AMOUNT | ZONE 1 REM ZONE 1 | INCREASE AMOUNT | ZONE 2 | INCREASE AMOUNT |
|--------------------|------------------------|--------------------------------|-----------------|-------------------|-----------------|------------|-----------------|
| Start | 6 Mos. | \$395.50 | | \$395.50 | | \$390.00 | |
| 6 Mos. | 6 Mos. | \$464.50 | \$69.00 | \$464.50 | \$69.00 | \$454.50 | \$64.50 |
| 12 Mos. | 6 Mos. | \$545.00 | \$80.50 | \$545.00 | \$80.50 | \$535.00 | \$80.50 |
| 18 Mos. | 6 Mos. | \$640.50 | \$95.50 | \$640.50 | \$95.50 | \$625.00 | \$90.00 |
| 24 Mos. | 6 Mos. | \$752.50 | \$112.00 | \$752.50 | \$112.00 | \$731.00 | \$106.00 |
| 30 Mos. | 6 Mos. | \$883.00 | \$130.50 | \$883.00 | \$130.50 | \$856.50 | \$125.50 |
| 36 Mos. (Maximum) | | \$1,036.50 | \$153.50 | \$1,036.50 | \$153.50 | \$1,002.50 | \$146.00 |
| PENSON BAND | | 108 | | 108 | | 107 | |